DAIRY PROJECT

QUARTERLY PROGRESS REPORT

FOR JANUARY – MARCH 2013

USAID COOPERATIVE AGREEMENT # 391-A-00-11-1206

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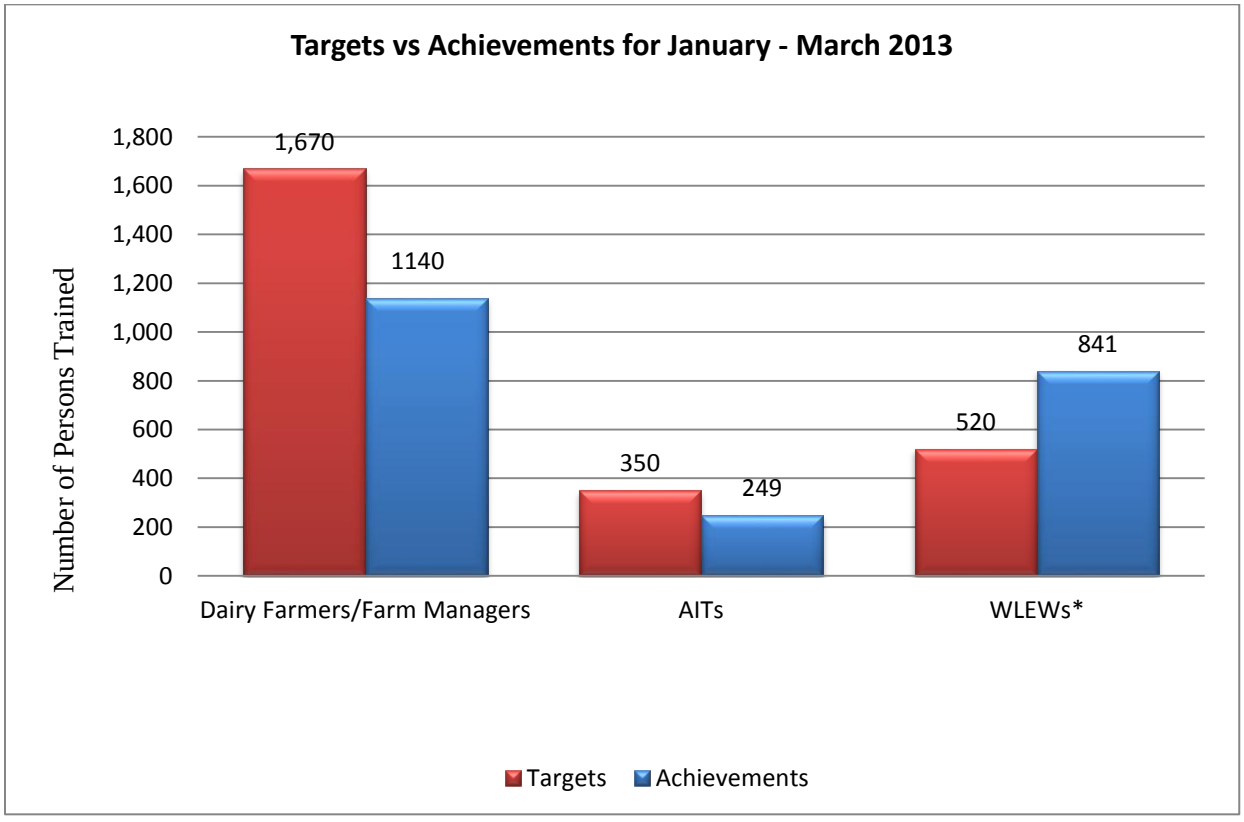
List of Acronyms

AI	Artificial Insemination
AITs	Artificial Insemination Technicians
AOR	Agreement Officer's Representative
BOG	Board of Governors
DRDF	Dairy and Rural Development Foundation
FM	Field Manager
GM	General Manager
M&E	Monitoring and Evaluation
MSI	Management Systems International
MTs	Master Trainers
NGO	Non-Governmental Organization
PD	Project Director
PMP	Performance Monitoring Plan
PMU	Project Management Unit
RFP	Request for Proposal
LHW	Livestock Health Worker
LBEs	Livestock Business Entrepreneurs
SMs	Social Mobilizers
TOR	Terms of Reference
TOTs	Training of Trainers
UAF	University of Agriculture Faisalabad
US	United States
USAID	United States Agency for International Development
UVAS	University of Veterinary & Animal Sciences
VTIs	Vocational Training Institutes
WLEWs	Women Livestock Extension Workers
ZM	Zonal Manager

Executive Summary

The Dairy Project is a mutual collaboration of United States Agency for International Development (USAID) and Dairy and Rural Development Foundation (DRDF) for enhancing rural incomes through increased livestock productivity. The project envisages training 9,000 dairy farmers and 100 farm managers on best dairy farm management techniques. It also aims to train 2,000 Artificial Insemination Technicians (AITs) and 5,000 Women Livestock Extension Workers (WLEWs) and establish them as self-employed entrepreneurs.

In the first quarter of 2013, a total of 1,256 farmers were trained in best practices of dairy farm management. These included 891 candidates who received two-day training, 280 candidates who received four-day training and 85 candidates who received one month training for farm manager. Moreover, 249 AITs and 841 WLEWs also successfully completed their respective trainings. The project exceeded the targets for the reporting period for WLEWs. The project also achieved income targets for AITs and number of villages served by AITs and WLEWs. Furthermore, targets regarding milk yield and reduction in incidence of hemorrhagic septicemia and foot and mouth disease were also attained.



*For WLEWs, achievement figure includes WLEW candidates who failed UVAS test. These candidates are our active beneficiaries and working as Livestock Business Entrepreneurs (LBEs).

Dairy Project has also continued surveys for measuring performance of AITs. To date, motorbikes have been awarded to 468 AITs.

These trainings are yielding expected results to a large degree. There is a positive contribution in net incomes of farmers from dairy farming, while AITs are earning an average profit of Rs. 4,572 per month. WLEWs are also striving hard to make a market for themselves and are gradually succeeding. Net incomes of recent batches of WLEWs are around Rs. 743 per month but healthy growth in their incomes is expected after the initial gestation period.

In addition to trainings, there is a mass awareness campaign component to promote awareness among farmers on best dairy farming practices. During the reporting period January-March, 2013, preparations have been made to launch a street theater and a nationwide TV campaign. Both campaigns will be launched in next quarter after the elections. Moreover, the Dairy Project launched a print advertisement campaign to raise awareness about Aflatoxins in the last week of March 2013. The advertisements were featured in Multan and Lahore editions of three major Urdu language daily newspapers.

The communications team has finalized preparations for taking part in the Dawn Agri Expo 2013 to be held in Lahore from April 4-5 2013. The communications team has also finalized the content, design and layout of newsletter for January – March 2013 that will be sent to stakeholders in April 2013.

Financial Summary

Table 1: Financial Summary

Description	Amount
Total Estimated USAID Amount:	$14,018,777
Amount Obligated (as of 07 February 2013):	$11,200,447.76
Leverage Amount (Non-Federal):	$3,407,059
Total Project Funds Expended To Date (end Match-13):	$6,742,906
Project Funds Expended During the Reporting Quarter (Jan 13 - Mar 13):	$1,873,160
Obligated Project Funds Remaining Available:	$4,457,541.76
Project Funds Allocated for the Next Quarter (Apr 13 – Jun 13):	$ 1,787,826

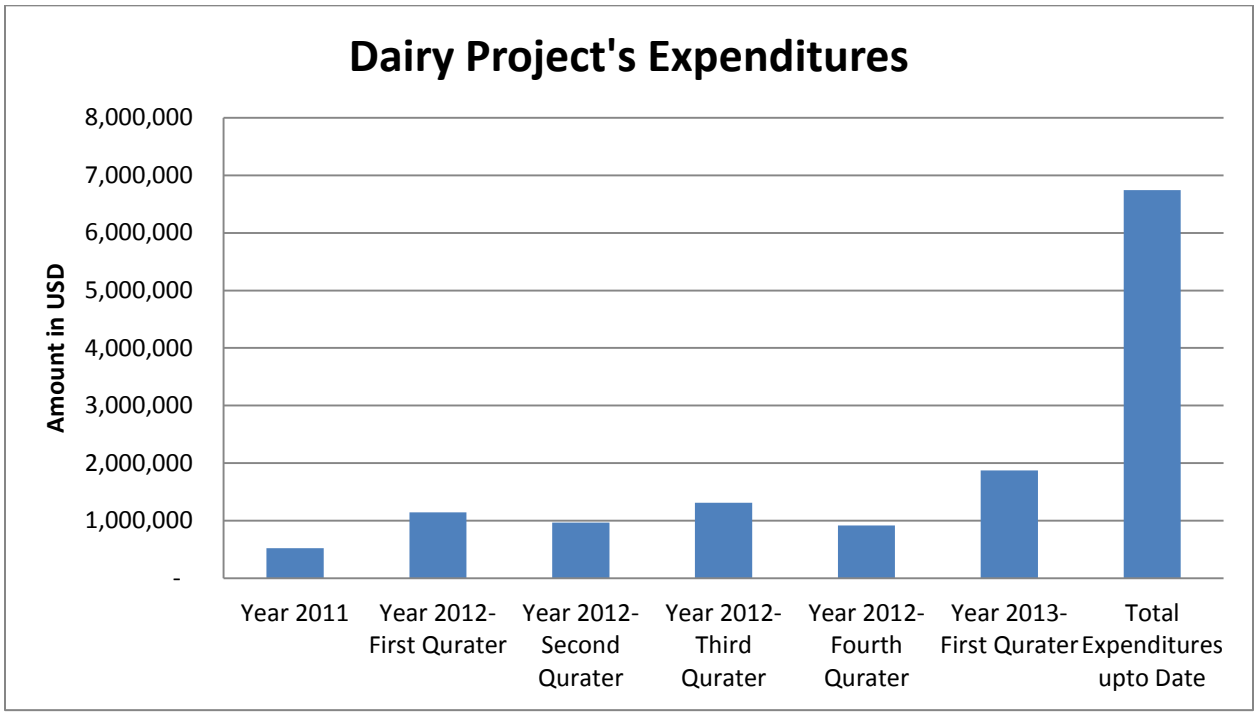


Figure 1: Quarterly Expenditures

Table 2: Expenditure Summary

Sr. No.	Expense Categories Under Cooperative Agreement	Expenditure during Jul-Sep 2012 (US $)	Expenditure during Oct-Dec 2012(US$)	Expenditure Up to Dec 31, 2012 (US $)	Expenditure during Jan-Mar 2013 (US $)
1	Personnel cost	188,529	113,574	587,168	226,553
2	Travel	102,652	79,078	304,177	134,305
3	Equipment and supplies	387,122	360,938	2,144,042	866,281
4	Other direct costs	632,607	363,311	1,834,359	646,021
	Total	**1,310,910**	**916,901**	**4,869,746**	**1,873,160**

Section 1: Project Progress and Performance

Introduction

The Dairy Project is a joint effort of the Dairy and Rural Development Foundation (DRDF) and the United States Agency for International Development (USAID) to foster sustainable increase in dairy and livestock productivity through adoption of best dairy farming practices, breed improvement, availability of timely extension services, and promotion of livestock businesses. Due to the vital importance of livestock sector in the rural economy of Pakistan, the Dairy Project's extensive training programs for dairy farmers, Women Livestock Extension Workers (WLEW), and Artificial Insemination Technicians (AITs) are playing an important role in transforming livelihoods of rural communities. The Dairy Project is being implemented in all four provinces, with a major focus on Punjab with a time frame of three years (July 2011- July 2014).

This progress report describes the operations and progress of the project in the period January 2013 to March 2013. For a detailed overview of the project and financial summary of the reported period, please refer to annexures 2 and 3 of the report.

Component 1: Training and Support for Dairy Farmers

The Project continues to train farmers through two-day and four-day training programs. During the reporting period, Dairy Project trained 1,140 dairy farmers. Moreover, Dairy Project is now providing one-month training for Farm Managers at its Sukheki training farm. 85 farm managers have had received one month training by March 30, 2013.

The month wise and training type wise distribution of trained farmers is given below.

Table 3: Month-wise Information on Training of Farmers

Month	2 Day Training	4 Day Training	1 Month Training	Total
January,2013	314	120	27	461
February,2013	216	80	29	325
March,2013	245	80	29	354
Quarterly Total	**775**	**280**	**85**	**1,140**

Farm Manager trainee practicing teat-dipping and Farm Managers doing maize seed treatment before sowing

The project has provided training to a total of 6,406 farmers till March 2013. This includes 85 farm managers who participated in the one month training program. Mobilization for the selection of more dairy farmers continues in Multan and Vehari.

Table 4: Farmer Training

Sr. No.	Indicators	Jul 2012-Sep 2012	Oct 2012 – Dec 2012	Jan 2013 – Mar 2013
1	Beneficiaries targeted during the reporting period	650	1,160**	1,670**
2	Beneficiaries reached during the reporting period	751	1,095	1,140
3	Beneficiaries targeted to date		6,145**	
4	Beneficiaries reached to date		6,290	

** According to targets revised on October 2012.

The table below shows progress on indicators from the Performance Monitoring Plan (PMP).

Table 5: Performance Indicators of Farmers

Sr. No.	Indicators	Targets	Jul 2012-Sep 2012	Oct 2012 – Dec 2012	Jan 2013-Mar 2013[1]
1	Average increase in the project-assisted household real annual income from dairy activities relative to the baseline	At least 10 % increase in the household's income from dairy activities.	No data available	No data available	3.19%
2	Incidence of Hemorrhagic Septicemia and Foot and Mouth	At least 20 percent reduction in the	No data available	No data available	66.7% reduction in HS and

Sr. No.	Indicators	Targets	Jul 2012-Sep 2012	Oct 2012 – Dec 2012	Jan 2013-Mar 2013[1]
	Disease in: a). dairy animals owned by project-assisted households; and b). dairy animals of farmers assisted by WLEW relative to the baseline	incidence on average.			76.9% reduction in FMD. b)No data available
3	Average monthly (per animal owned by project-assisted household) quantity of milk produced relative to the baseline	At least 10 percent increase in milk yield.	No data available	No data available	24.0%[2] (increase in flush season)
4	Percentage of farmers using services of Women Livestock Extension Workers (WLEWs) relative to the baseline	At least ten percent farmers using services of WLEWs.	No data available	No data available	48%
6	Percentage of project-assisted farmers using at least three best practices relative to the baseline (disaggregated by farmers/farm managers)	60 percent farmers adopted three more best practices	No data available	No data available	47.89%
7	Number of villages reached with TV and/or Radio sketches	At least 700 villages per year	Not aired[3]		
8	Number of project-assisted farmers trained in business	Jul-Sep 2012: 650 Oct-Dec 2012:	751	1,095	1,171

Sr. No.	Indicators	Targets	Jul 2012-Sep 2012	Oct 2012 – Dec 2012	Jan 2013-Mar 2013[1]
	practices, and book-keeping	1,160 Jan – Mar 2013: 1,670			

1: Due to differences in lean and flush period, our follow up and selection data is not comparable. Hence, indicators are calculated on based of third party survey carried out in January 2013 and a special survey of 77 farmers carried out by M&E department in April 2013 that collected information for February, March and April 2013.
2: The calculation of farmer's indicators is based on a special follow up survey of 75 farmers carried out by the M&E department from April 22-April 25, 2013. All the farmers in this sample were either trained in either January 2013 or February 2013. We thus compare pre-training and post-training milk production figures for flush season only. Data from follow up and selection collected by field operations is not usable because of difficulties in matching follow up activities in flush season while some farmers have obtained training in lean season.
3: TV radio campaign was not launched but in July-August 2012, a print campaign was launched that disseminated information through major newspapers in all four provinces.

Dairy Project's follow-up team for dairy farmers continued individual as well as group meetings with project-trained farmers, WLEWs and AITs to provide technical assistance. A total of 71 group meetings, 128 individual meetings, 215 induction meetings, 37 farmer days, 176 farmer help camps and 9 silage shows were held. Follow-up activities help ensure optimum use of the support kits received by the farmers and help them adopt best dairy farming practices.

Follow-up team also provided technical support to the project-trained farmers at their respective farms for better shed designing and other technicalities regarding dairy farming and silage making.

Component 2: Training and Support for Artificial Insemination Technicians

The project continued to train AITs on a regular basis. During the reporting period, the project successfully trained a total of 249 AITs. Batch-wise distribution of AITs is given below:

Table 6: Training of AITs

Batch	Training Dates	Total	Passed	Failed
13	January 1- January 30, 2013	74	74	0
14	January 31 -March 01, 2013	100	100	0
15	March 02-March 31, 2013	78	75	3
	Quarterly total	**252**	**249**	**3**

Training of further batches has continued on schedule. The mobilization team is now mobilizing trainees for the 16th and 17th batch in Tehsil Ahmed Pur East, District Bahawalpur, Tehsil Fort Abbas and District Bahawalnagar.

Dairy Project's follow-up team continued to conduct the weekly and monthly meetings of previous batches of AITs for technical support, resolving issues related to semen and gas supply, and collection of data.

AIT follow up meeting and an AIT practicing on a dummy cow

Some of the salient achievements of AIT training and evaluation are given in the tables below:

Table 7: Training of AITs

Sr. No.	Indicators	Jul-Sep 2012	Oct-Dec 2012	Jan-Mar 2013
1	Beneficiaries targeted during the reporting period	220**	160**	350**
2	Beneficiaries successfully trained during the reporting period	253	161	249
3	Beneficiaries targeted to date		1,090**	
4	Beneficiaries successfully trained till March 30, 2013		1,020	

** According to targets revised on October 2012.

The table below shows progress on indicators from the Performance Monitoring Plan (PMP).

Table 8: Performance Indicators of AITs

Sr. No.	Indicator	Targets	Jul 2012-Sep 2012	Oct 2012-Dec 2012	Jan 2013-Mar 2013
1	Average per month income of AITs from providing AI services relative to the baseline	(for each year): Income of at least Rs. 3,000 (US$ 32) per month	Rs. 4,174	Rs. 3,507	Rs. 4,572
2	Number of insemination procedures performed per AIT per month		21.34	18.59	18.13
	Average no. of inseminations per AIT per day	(for each year): At least one insemination per day	0.71	0.62	0.60
	No. of pregnancy tests performed per AIT per month		12.44	9.32	12.92
3	Number of villages served by project-trained AITs	Jul-Sep 2012: 396 Oct-Dec 2012: 288 Jul 2011 – Jul 2012: 756	1,794	2,277	5,719[1]
4	Percentage of AIT trainees providing professional services to communities	60% of AITs	98.03 %	98.44 %	98.40 %
5	Ratio of insemination procedures to pregnancy	(for each year): At most 1.7 insemination per pregnancy	1.36[2]	1.11[2]	1.12[2]
6	Number of AITs trained	Jul-Sep 2012: 220 Oct-Dec 2012: 160 Jan– Mar 2013: 350	253	161	249
8	Percentage of project-trained AITs introduced to input suppliers	100%	100%	100%	100%
9	Number of AITs successfully trained in book-keeping, business management	Jul-Sep 2012: 220 Oct-Dec 2012: 160 Jan – Mar 2013: 350	253 (100 %)	161 (100 %)	249 (100%)

1: Villages served figure is not for unique villages. Two or more AITs may serve the same village.
2:The ratio has been worked out using no. of animals impregnated divided by number of animals palpated instead of no. of animals impregnated divided by number of inseminations. This is due to non-availability of data, which is planned to be collected after revision of AIT performance survey methodology.

The project achieved most of the targets set out for AIT training in the Annual Implementation Plan 2012-13 for the period January – March 2013. In particular, the project achieved and exceeded targets on number of AITs trained, monthly income, number of villages served by project trained AITs, percentage of AITs providing professional services and percentage of AITs introduced to input suppliers. Trainee AITs also visit open animal market at Shah Pur Kanjrian and Gojra Mandi for pregnancy diagnosis, public dealing and to enhance communication skills.

Sixth motorbike distribution ceremony was held at Chichawatni in Multan March 5, 2013, where bikes were distributed among high performing AITs. So far the project has given bikes to 468 AITs. The event was attended by Jonathan Conley, Mission Director USAID Pakistan and Jeffrey N. Bakken, Director USAID/Punjab besides Dairy Project's senior management, Sajjad Moghal (AOR, USAID) and various other stakeholders. Mr. Jonathan interacted with project-trained AITs and WLEWs on this occasion and appreciated their efforts. Four TV channels namely Dawn, Express, Rohi, and Waseb, five English newspapers and nine Urdu newspapers covered the story.

Mr. Hans Johr, Corporate Head of Agriculture, Nestle S.A. visited AI training center at Burj Attari and dairy training farm at Sukheki. He met with Dairy Project's beneficiaries and appreciated Dairy Project's interventions in livestock sector.

On February 12-13, 2013, Mr. Mohsin Raza, Environment Specialist for the Dairy Project, held briefing sessions with field staff on environment compliance and health safety measures.

Component 3: Training and Support for Women Livestock Extension Workers (WLEWs)

The project continued to train WLEWs on a regular basis. During the reporting period, the project successfully trained a total of 841 WLEWs. Batch-wise distribution of WLEWs is given below:

Table 9: Training of WLEWs

Batch	Training Dates	Total	Passed	Failed
7	Dec 3,2012-January 2,2013	368	366	2
8	January 6, 2013-February 5, 2013	262	262	0
9	February 11, 2013-March 12, 2013	211	210	1
	Quarterly total	**841**	**838**	**3**

Batch 10 of WLEWs is under training and will sit in the exam in April, 2013. Some of the salient achievements of WLEW training and evaluation are given in the tables below:

Table 10: Training of WLEWs

Sr. No.	Indicators	Jul 2012-Sep 2012	Oct 2012 – Dec 2012	Jan 2013-Mar 2013
1	Beneficiaries targeted during the reporting period	160*	480**	520**
2	Beneficiaries trained during the reporting period	165 (pass=159, fail=5)	494 (pass=490, fail=4)	841 (pass=838, fail=3)
3	Beneficiaries targeted to date***	2,328		
4	Beneficiaries trained to date***	2,494 (pass=2,481, fail=13)		

*According to revised target on October 2012. No trainings were conducted in August and September hence targets for these months have been omitted.

** According to targets revised on October 2012.

***Till March 12, 2013.

The table below shows progress on indicators from the Performance Monitoring Plan (PMP).

Table 11: Performance Indicators of WLEWs

Sr. No.	Indicators	Targets	Jul 2012-Sep 2012	Oct 2012-Dec 2012	Jan 2013-Mar 2013
1	Average per month income of WLEWs from livestock services relative to the baseline	Income of at least Rs. 3,000 per month (US$ 32)	-	Rs. 983[1]	Rs. 714[2]
2	Incidence of Hemorrhagic Septicemia and Foot and Mouth Disease in: a). dairy animals owned by project-assisted households; and b). dairy animals of farmers assisted by WLEW relative to the baseline	At least 20 percent reduction in the incidence on average.	No data	No data	(a) HS: 0.3% vs 0% in baseline FMD: 2.8% vs 4.8% in baseline [2] (b) no data being collected
3	Percentage of farmers using services of WLEWs relative to the baseline	At least 10% farmers using services of WLEWs.	No data	No data	48% of farmers surveyed have access to WLEWs[3]
4	Number of villages served by project-trained WLEWs	Till Sep 2012: 521 Till Dec 2012: 731 Till Mar	148	406	1,299[4]

Sr. No.	Indicators	Targets	Jul 2012-Sep 2012	Oct 2012-Dec 2012	Jan 2013-Mar 2013
		2013:			
5	Number of project-trained WLEWs providing services as self-employed extension workers	At least 60% of the trained WLEWs providing livestock services.	94.80 %	98.40 %	92.78%[5]
6	Number of WLEWs operating/ managing project-supported milk collection points in project-assisted communities	At least 20 Milk Collection Points	0	0	0
7	Number of WLEWs offering feed, nutrients, and other inputs for sale to farmers	60% (Till Sep 2012: 797 WLEWs[3] Till Dec 2012: 1,085 Till Mar 2013: 1,397)[3]	192	628	1,101
8	Percentage of project-trained WLEWs introduced to input suppliers	100%	60% (estimated)	100% (estimated)	100% (estimated)
9	Number of WLEWs trained in business practices, book-keeping, and milk collection	Jul-Sep 2012: 160 Sep- Dec 2012:480 Jan 2013 – Mar 2013: 520[3]	165 (pass=159, fail=5)	494 (pass=490, fail=4)	841 (pass=838, fail=3)

1: Based on limited data from batch 2 and 4 of WLEWs for the month of December 2012 only.

2: Based on data of 500 WLEWs for months of January and February 2013. Available data is not on calendar month basis, hence monthly income is estimated from average daily profit.

3 Based on targets revised in October 2012.

4 5 animals in the end-line survey had HS while no animal in the baseline had HS. Based on third party survey.

5 Based on third party survey conducted in January 2013

6 Till March 12, 2013. On average each active WLEW serves 1.18 villages.

7 Calculated as: (active WLEWS/ No. of WLEWs who have received kits)

It can be deduced from the table above that the project achieved some of the targets set out in the Annual Implementation Plan 2012-13 for the period January – March 2013. In particular, the project exceeded the expectations in reaching WLEWs and successfully training them in different components including business practices and book-keeping. Consequently, the project was also

able to achieve and exceed the given target of WLEWs working as independent entrepreneurs and villages served by these WLEWs. The reported income estimate is based on limited information received from the field for Multan and Vehari zones for the months of January and February 2013 only. More accurate data covering the larger reporting period is being compiled.

Disposal of surgical items in WLEW training and a WLEW treating a goat

Dairy Project's follow up team conducted the individual follow-up of WLEWs and monthly group meetings. In the individual visits, the teams resolved the issues of WLEWs in their community and provided technical guidance, while in the weekly meetings the teams checked the progress of WLEWs and addressed issues related to market linkages and supplies of medicines. Follow-up team also continued to distribute medicine/vanda kits and mobile phones among previous batches of WLEWs.

Other activities of field managers and follow up team include visits to training classes of all batches to introduce their activities. Dairy Project's teams also conducted 176 Farmer Days and Help Camps. The representative of Trust Pharmaceutical in Rajana has proposed to hire WLEWs as cluster heads with one cluster head serving facilitating medicine supply in 10 villages. Cluster heads will be paid Rs. 2,500 per month by the company. Six WLEWs are selected and hired as Cluster Heads (on a salary of Rs. 2,500 per month) and have started work with Trust Pharma. One WLEW has recently started working with Fantas Livestock Care for *vanda* selling on commission basis in Multan. In the month of February, Nestle Board members Mr. Syed Yawar Ali, Mr. Haider Ali and Mr. Asad Saddozai visited village 88/12L in Chichawatani where they held meeting project-trained WLEWs, farmers and AITs. They were accompanied by Project Director and other project staff. Visitors discussed issues and achievements with the project's beneficiaries and appreciated their work.

Follow-up team has also established a monthly saving system (known as "committee system" in Pakistan) to encourage savings and promote inter-beneficiary linkages in Chichawatni and Pir Mahal in which WLEWs of second batch have submitted a fixed monthly amount to their cluster heads. Moreover, Organon feed company has distributed their discount cards with the help of follow up teams in Kamalia. These cards ensure a handsome profit margin for WLEWs.

Also in February 2013, Nestle Pakistan's Regional Manager highlighted the importance of addressing Aflatoxin issue and also proposed sharing the facility of Nestle one stop shop with WLEWs through which WLEWs can easily provide services to dairy farmers. Further meetings will be held to finalize things in this regard.

Component 4: Communication/ Awareness Campaign and Other Activities

During the reporting period January-March, 2013, the Communications Department at the Dairy Project rolled-out the process to organize street theatre shows in Project's targeted areas to help raise awareness among dairy farming communities on best dairy farming practices. 10 shows will be held in 10 villages of three areas approved by General Manager Field Operations Dr. Sobia and Project Director Jack Moser: Toba Tek Singh, Sahiwal and Vehari. The vendor for street theatre shows has been finalized along with the concepts and scripts that have been also been approved. The first round of rehearsals has been viewed by the department. The roll out of the actual activity has been postponed till the end of elections in Pakistan and will now begin in May 2013.

The Dairy Project is also launching its TV/radio campaign on progressive farming practices. The concepts, scripts, and story boards for the TV/Radio infomercial has been discussed by GMFO and PD. Work on audio jingle and auditions of actors are underway.

An adjacent response cell for the TV/radio campaign is in progress. The Resource Group (TRG) is the finalized vendor onboard and the agreement has been signed. The vendor is in the process of registering for a toll-free number for the Project.

There is intense hype about Aflatoxins in the dairy industry these days and precautionary measures are being taken to prevent its spread. Aflatoxins are the metabolic by-products of fungi. They can cause serious health problems in cattle and other animals. Keeping in view the gravity of the situation, dairy project launch a print ad campaign to help raise awareness about aflatoxins in project's areas. The print ad elaborated on a distinct message to alert the rural dairy farmers about the disease and the ways to reduce its incidence. All advertisements used the same branding guidelines and layout for consistency which was cleared by USAID DOCs office for release in the newspapers. There were a total of 15 insertions and the ad campaign commenced on March 24, 2013 featuring in Lahore and Multan editions of three newspapers: Jang, Khabrein and Nawa-i-Waqt till April 4, 2012. A separate contact number was issued in the advertisement which encouraged the farmers to call in and share their queries with the Project's members who facilitated them accordingly. An approved aflatoxin brochure by USAID DOCs was also printed and disseminated in the field zonal offices.

The communications department at the Dairy Project has completed preparations to participate in the Daw Agri Expo to be held at the Lahore Expo Center on April 4-5, 2013. The communications team will set up a miniature village *chopal* set at the Project's stall, and the skits on best dairy farming practices will be performed by the field staff. The script of these skits has been reviewed by the department well in advance to ensure smooth and successful event proceedings.

The communications team at Dairy Project has finalized the content, design and layout of its newsletter for the months of January, February and March 2013. In order to ensure effective project promotion and dissemination for internal and external stakeholders and project beneficiaries, promotion and training material was designed and produced, including streamers, banners, boards, modules, lesson plans (for farmers, AITs, WLEWs), flip chart, brochures, attendance and

record registers, and certificates for beneficiaries. These items were sent to field as per need and requirement.

Section 2: Issues, Lessons Learnt and Way Forward

The training courses and communication campaigns have resulted in visible changes in dairy farming practices in project areas however; it will take time for long term changes and benefits to take place. Practices related to breed improvement and disease control measures will take longer to be adapted. The communications department however faces a major challenge regarding branding and marketing of the dairy project due to unstable political situation of the country. However, the team has pragmatically followed branding and marketing guidelines with no unpleasant incidence occurring. Plans are underway to air documentaries and radio programs on the success stories to reach out to the millions of potential farmers all over Pakistan.

A major challenge that project is facing is data collection and analysis. The monitoring and evaluation department faced considerable problems in streamlining the data collection process. There is need to hire more resources and to develop the capacity of existing M&E, data entry and follow up teams in managing data. During the reporting period, M&E department has been reinforced with two M&E officers and an M&E Coordinator who will oversee the activities of all monitoring and evaluation officers. The M&E manager is implementing a detailed plan to revamp and streamline the data management, evaluation and feedback process. A management information system is in the process of being finalized and will be implemented in May 2013. This system will enable the data to be entered online, be checked for errors and generate certain statistics and reports automatically.

Follow up on trained farmers, AITs and WLEWs will continue in the coming quarter with an emphasis on the adoption of improved farming practices and extension services to the farmers. The project will create market linkages between AITs and WLEWs with input suppliers for the supply of quality semen and veterinary medicines to ensure continuing services.

Annexures

Annex 1: Project Overview

The Dairy Project is a joint effort of the Dairy and Rural Development Foundation (DRDF) and the United States Agency for International Development (USAID) to foster sustainable increase in dairy and livestock productivity through adoption of best dairy farming practices, breed improvement, availability of timely extension services, and promotion of livestock businesses. The Dairy Project is being implemented in all four provinces, with a major focus on Punjab with a time frame of three years (July 2011- July 2014). The project contributes to the USAID strategic objective of creating job opportunities and increasing income. The project objectives a aligned with Pakistan's development agenda, and its goal and objectives reflect national and regional priorities.

Training and Support for Dairy Farmers

The primary objective of providing training and support to dairy farmers is to improve prevalent dairy farming practices for improving livestock productivity and enhancing incomes of rural households assisted by the project. The project targets to train 9,000 farmers and 100 farm managers. In addition to this, 800 farmers from Khyber Pakhtunkhwa, Sindh and Balochistan are supported in attending the project's training courses in Punjab. These trainings cover several topics including improved feeding and animal nutrition, importance of improved breeds, basic animal health, farm equipment and shed management. Trainings for farm managers include separate components on basic bookkeeping and business skills. Knowledge of basic business know-how adds to the skills of farm managers. Consequently, all trained farmers have a better understanding of the milk value chain and how to profitably create linkages within it.

Classroom trainings are being conducted at model dairy farms, where modern dairy farm-management techniques are implemented. After successful completion of the training course, participants are provided with basic equipment kit that helps them to put into practice the newly learnt farming practices. Trained farmers are visited frequently for support and follow up.

Training and Support for Artificial Insemination Technicians (AITs)

The objective of AI trainings is to improve the provision of AI services to foster good quality breeds that will improve livestock productivity and enhance income of rural youth. Under this component, 2,000 young individuals from rural Punjab, and 300 from Khyber Pakhtunkhwa, Sindh and Balochistan will be supported in attending the project's AI training courses in Punjab. AITs receive five weeks of training with two months follow up support. Trainings include a mix of theory, demonstration and practical exercises related to insemination, safe handling and maintenance of insemination guns, liquid nitrogen cylinders for transporting semen and other equipment. Classroom trainings take place at AIT Centers, established by the Dairy Project, and the Government of Punjab's Vocational Training Institute (PVTI).

Each AIT receives initial support to establish him as an entrepreneur. This support includes AIT kit (including Nitrogen Cylinders, Semen, Semen Straws, and basic AI related equipment). A motorbike is also provided upon meeting certain performance criteria.

Training and Support for Women Livestock Extension Workers (WLEWs)

The objective of this component is to increase the use and availability of livestock services provided by WLEWs for improving livestock productivity and enhancing income of rural females. Under this component, 5,000 WLEWs will be trained. WLEWs receive one-month training on basic animal health management, basic preventive animal health measure, identification of the most common diseases, immunization, basic treatment, animal nutrition and animal hygiene. The curriculum is updated in collaboration with University of Veterinary and Animal Sciences (UVAS). WLEWs are also trained in feed supply and milk collection to give them the expertise to further grow their businesses. They also receive training in bookkeeping and business skills as well as linkages to service (including financial) and input suppliers along the dairy value chain.

Extension worker training are conducted in village clusters, so that women can attend training near their homes. A training camp is set up on a temporary basis at each site. The project arranges for transport to and from the site. All master trainers are women veterinary graduates. The program is certified by the University of Veterinary and Animal Sciences (UVAS).

Upon completion of the course, WLEWs selected for animal nursing are given a veterinary kit, while WLEWs doing concentrates businesses are supported by a stock of animal feed. The program also provides workers with basic mobile phones to enable easy communication with clients and input suppliers.

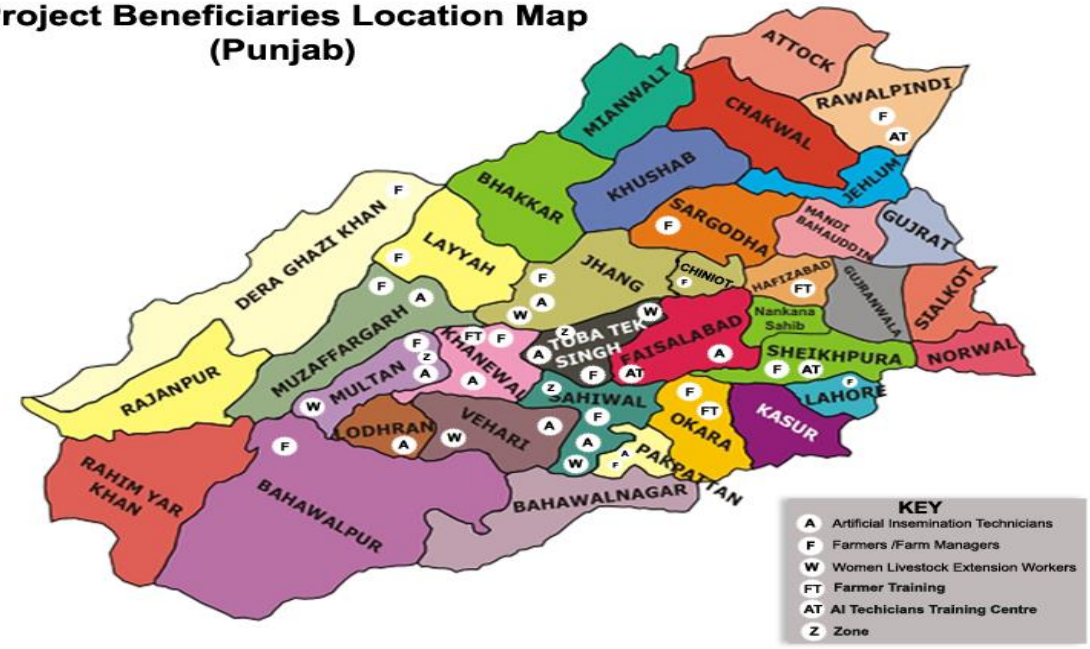
Awareness Campaign

The overall objective of the Dairy Project's mass awareness campaign is to increase awareness about the best dairy farming practices for improving livestock productivity in Pakistan. Under this component, TV, radio, and/or print infomercials on subjects such as de-worming, vaccination, mastitis control, breeding, and feeding practices are being developed. The awareness campaign through TV, radio, and/or print media is to be aired in about 2,000 villages in Punjab and other provinces. Farmer days and silage-making days are organized to motivate farmers to adopt improved animal husbandry practices.

Geographic Focus and Target Groups

Dairy project's current site of locations of project-trained beneficiaries is shown on the maps below:

Project Beneficiaries Location Map (Punjab)



Project Beneficiaries Location Map (Sindh)

Annex 2: Key Visits and Events Held During the Reporting Period

Sr. No.	Date	Title	Location	Participants	Purpose/Outcome	Media Coverage
1.	February 6, 2013	Fifth Certificate Distribution Ceremony for Farm Managers	Lahore, Pakistan	PD, GMFO, Advisor Packages Limited	29 project-trained farm managers were awarded with graduation certificates	N/A
2.	March 5, 2013	Motorbike Distribution Ceremony	Multan	Mission Director USAID Pakistan, USAID Mission Director Punjab, Chairman Steering Committee, Senior Development Advisor USAID, DRDF Board Members, Dairy Project team	129 motorbikes were distributed to high performing AITs	Four TV channels including Dawn, Express, Rohi, and Waseb, six English newspapers and nine Urdu newspapers covered the story

Annex 3: Environmental Compliance Report

EXECUTIVE SUMMARY

The goal of USAID-DRDF Dairy Project is to improve the productivity and efficiency of dairy sector in Pakistan. In order to effectively fulfill this aim, Dairy Project provides three types of trainings which are dairy farmer/farm manager training, Artificial Insemination Technicians (AITs) training, and Women Livestock Extension Workers (WLEWs) trainings. During the course of their training program, hazardous materials are produced which have to be handled as per health safety principles. Therefore, proper disposal of these toxic materials has to be ensured in order to protect the environment.

The training material was developed keeping in view the environmental considerations so that beneficiaries would maintain a standard of health and safety, both at a personal and environmental level.

After the preparation of this material, it was sent to University of Veterinary & Animal Sciences (UVAS) for technical review. Dr. Saif Ur Rehman, Assistant professor in environment department, a certified health safety professional from United States Department of Agriculture (USDA), USA who approved this training material.

The training material was translated into Urdu and then reviewed by Monitoring & Evaluation (M&E) Manager Dairy and Rural Development Foundation (DRDF) so that it could be taught to beneficiaries.

Field visits were planned so that execution of these guidelines could be demonstrated to master trainers and social mobilizer at Multan & Vehari site. Meeting was held with master trainers at Khanewaal and Sukheki farm to explain the environment related content to the master trainers at these farms. Burj Attari AI training center, Faisalabad AI training Centre and Rawalpindi AI training centers were also visited and discussed organ disposal methods and liquid nitrogen handling so that these measures could be told to AI technicians as well.

After the training had been given to all the sites, field visits were planned to monitor the sites whether these field sites are complying with instructions given to them with respect to the environment/ EDF document.

INTRODUCTION

The goal of USAID-DRDF Dairy project is to improve the productivity and efficiency of the dairy sector in Pakistan. In order to effectively pursue this aim, Dairy Project engages in the following activities:

1. Training and Support for Dairy Farmers
2. Training and Support for Artificial Insemination Technicians
3. Training and Support for Women Livestock Extension Workers (WLEWs)

An introduction to each of these components is provided at Annex-1.

The issues in the Dairy Project's trainings related to environment and health safety are basically related to adoption of best management practices, health safety measures related to liquid nitrogen gas and organs handling, proper disposal of waste such as semen straws, sheaths and animal organs, syringe handling & disposal, compliance to product specifications, proper disposal of waste such as empty medicine bottles, syringes and so on. .

An Environmental Mitigation and Monitoring Plan (EMMP) was developed which lists mitigation measures for each type of training. This report presents compliance to these mitigation measures.

REPORT ON COMPLIANCE WITH EMMP

The findings in this report are based on training curriculum review, physical inspection of sites and random visits to class rooms by Environment Specialist and M&E Officers.

In order to fulfill requirements under EMMP, various guidelines were developed for safe disposal of animal organs, medical waste and sharps. Additional guidelines include health and safety measures to avoid any harm or injury to the trainees.

A component wise description of environmental compliance is given below.

Component 1: Farmer Training

The environmental officer visited Project's model training farms located in Khanewal, Sukheki and Sarsabz. The trainees' were checked if best farm management practices have been incorporated and demonstrated to the farm managers and dairy farmers. It was observed that best management practices like breeding and treatment, calf rearing, milking, feeding, housing system, agronomy, biogas, heifers and buffalo management and heat spotting are already mentioned in the lecture plans.

Environment, health and safety content was also incorporated in the lecture plans of 30-day training but two-day and four-day training needed some measures to be incorporated in lecture plans with respect to health and safety like bio security, milking hygiene, animal feed storage and water trough algae prevention.

Health safety measures like treatment stall or restraining methods for pregnancy examination, vaccination, medication, deworming, and artificial insemination are communicated to the dairy farmers and farm managers. Teat sanitization, organoleptic and surf test are well described to check the milk quality so that milk from the infected animal could be separated. Safety measures like dust mask usage, safety guard importance and maintenance of the silage machine for silage shows are being taught to the trainees.

Description of crush usage for treatment

Explaining surf test to dairy farmers

Racking for storage of feed to avoid mold

In farmer training, farmers/farm managers are being briefed on how to handle manure and used silage sheets.

Racking is done for animal feed storage so that mold could be avoided due to the moisture from the ground surface and side walls. Moisture is one of the main causes for mold and the resulting mycotoxins so racking would save the animal feed from these hazards.

Component 2: Artificial Insemination Technicians' Training

All of the Artificial Insemination Technicians (AITs) sites are imparting training on best practices and lecture plan comprises of best artificial insemination practices.

All AI trainees wear *Dangri* (overalls), gum boots and gloves during practical training on live animals to minimize the chances of disease transfer to human beings. Generally, new gloves are used for each new animal.

Crush was used at Burj Attari site to control the animals whereas restraining was done on Faisalabad live animal practice site to prevent the injuries.

Restraining and crush usage to control the animals during insemination practice

Hands are washed with antibacterial soap after insemination practice.

Hand washing after insemination practice/table

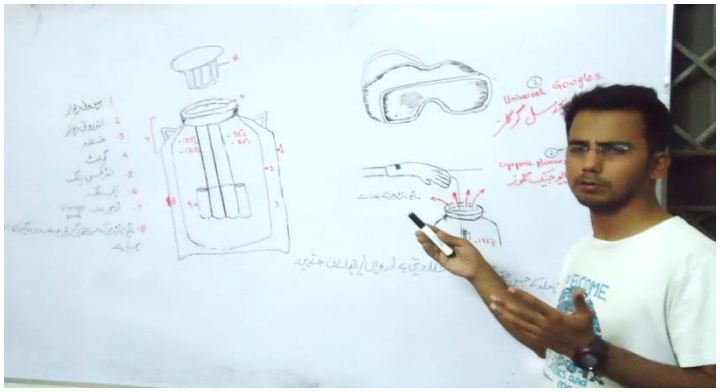
Sheaths and contaminated plastic are kept in closed dust bin at all three sites till further disposal so that pathogens are not spread in the environment.

Sheaths & gloves in covered dustbin

Health safety measures like liquid nitrogen handling, storage of semen and semen straw handling are taught theoretically as well as practically demonstrated. Safety measures with respect to liquid nitrogen handling like significance of use of personal protective equipment (safety goggles & cryogenic gloves) are described to the AI technicians at Rawalpindi and Burj Attari site but no such training was being given at Faisalabad site. Now instructions have been issued for Faisalabad site as well to cover these topics in training.

During table practice, gloves and face masks are worn by the trainees' invariably.

Gloves face masks and apron usage during table practice.



Description of PPE's usage while handling liquid nitrogen.

Contaminated gloves, sheaths and straws are disposed of properly in limed pit at Burj Attari Site and Faisalabad site however Rawalpindi site is not disposing of in the same manner due to the unavailability of the land so waste materials are given to the municipal waste collectors.

Waste placed in the lime pit

Liming again on the top

Covering with soil

Organs are disposed of properly at two AIT sites, but as mentioned earlier that at Rawalpindi site land is not available. Therefore animal organs are being thrown in, away from residential area, near river Swan, so that environmental impacts are minimized.

Organs placed in limed pit

Liming again on top

Leveled the surface

Filled the pit with soil

Component 3: Women Livestock Extension Worker (WLEW) Training

WLEW training takes place at designated training centers in two districts namely, Multan and Vehari. Best basic livestock extension practices are taught to the WLEWs and health safety measures like handling of medicines and syringes have been incorporated in training content.

Medicines placed openly in sunlight

Medicines are protected from the sunlight during outdoor sessions by use of kit bag at Vehari site thereby complying with the product specifications. However, it was observed that medicines were placed openly on a table during a farmer camp in Multan. The concerned Zonal Manager was asked to address this issue. Moreover, expiry date is checked before use of medicines at both sides which eliminates the chances of expired medicine usage.

Restraining the animal prior to the treatment

Recapping needle enhances the chances of needle prick injuries as well as zoonotic diseases occurring as a result. This practice is usually avoided but few WLEWs at Multan were touching the needle and were informed not to do this. Another health safety measure of hand washing with soap after treating animal or being in contact with animal is also followed. Moreover, restraining is done prior to the treatment of an animal which saves WLEWs from major injury.

Needle cutters were available on both sites for immediate disposal of needles after injection so that chances of needle prick injuries are minimized.

Syringes are disposed of into the land along with their encapsulation, hence complying with the guidelines. Syringes were placed into safety box after training session was over. Safety box was sealed prior to the disposal into the land. One undesirable practice that was being followed was that syringes were being re-used due to shortage of syringes. Now quantity of disposable syringes in master trainers' kits has been increased.

Cutting of needles and syringe transfer in safety box (encapsulation)

th enca

Empty medicine bottles are also disposed of into the land after removing the labels of medicine to eradicate the identity of these medicines.

Removing the label of medicine bottles

Disposal into the land

Covering with soil

Summary of Environmental Compliance:

Dairy Farmer/Farmer Manager Training	
Mitigation Measures	**Compliance**
Farmers will be trained on best dairy farm management practices and related environment practices including health safety measures. Training modules will contain environment considerations and health safety related content.	Best farm management practices and related environment practices are part of the training curricula. Breeding & treatment, calf rearing, milking, Feeding, housing system, agronomy, biogas, Heifers and buffalo management and heat spotting are the best farm management practices which are taught to the dairy farmers/ farm managers. Health safety content covering topics such as bio security, prevention of disease onto the farm, farm entry protocols, animal feeding & storage, milking hygiene, milk storage, silage machine safety, prevention and control by use of crush and restraining methods have been prepared and incorporated in the training.
All materials used in the training will be procured according to the relevant environmental regulations.	Farmers are given lectures about best dairy farm practices and they observe adoption of such practices at the model training farms. Therefore, no material used for training purpose which poses environmental hazard as such so there is no need to consider environmental regulations. Silage machines are used for silage demonstrations after the training at selected villages. These machines have been procured from a well reputed vendor and manual instructions are followed during their operation.
Relevant product specifications and guidelines for handling, transportation, storage and disposal at the end of useful life will be adhered to.	Only expert person is allowed to run Silage machine. Safety guard is in place whenever working and no one is allowed to remove it. Person working on silage machine wears tightly fitted clothes (Dangri) and safety shoes. Face mask is not worn during the silage show but instructions for this have now been issued. Moreover farmers are also briefed about handling of syringe, teat solution and De-wormer.
All waste will be properly disposed of.	There is no waste produced as result of our training which has to be disposed of.
All kits to be distributed will also be procured according to relevant environment regulations.	All of the medicines are approved from USAID on basis of their active ingredients. Teat solution and other materials are procured from a reputable vendor. Proper handlings of medicines and syringes have been taught to the trainees.
During the silage making shows also,	Safe and proper usage of silage machines was

farmers will be briefed on environmental considerations and safe handling of the equipment and proper disposal of materials will be assured.	communicated to the master trainers. Person working on silage machine was wearing proper clothing (Dangri) and safety shoes. Safety guard was in place but persons working on silage machine were not wearing face masks to avoid inhalation of particulates which could affect their lungs. Relevant instructions have now been issued. Master Trainers have been told about silage sheet disposal guidelines and farmers will be briefed on this by the master trainer.
Artificial Insemination Technicians Training	
Mitigation Measures	**Compliance**
AITs will be trained on best AI practices and related environment practices including health safety measures like storage of semen, handling liquid nitrogen gas and semen straws. Training modules will contain environment and health safety related content.	Best practices are taught to the AI technicians like proper heat spotting & semen handling are taught to the AI technicians. Best AI practices are part of the lecture plan and AI technicians are taught best practices through practical demonstrations as well as through theoretical knowledge. <u>Storage of Semen:</u> Storage of semen has been explained to the AI technicians that Semen is stored in liquid nitrogen containers. Semen is not exposed to the atmosphere for more than 3 seconds so that semen cells do not get damaged. <u>Handling Of Liquid Nitrogen:</u> Safety guidelines with respect to the handling of liquid nitrogen were given to master trainers but they were not adopted at one AI training site at Faisalabad. The issue has been discussed with the management and relevant instructions have been issued. <u>Semen Straw:</u> Proper Handling of semen straw was told to the AI technicians at all three sites that Straw should be handled from the end where it is sealed with cotton with forceps rather than from middle directly by hand it will suddenly change the temperature of semen of that area and may lead to spermatic death due to direct contact to straw. <u>Health Safety Content:</u> Health safety content have been prepared and communicated to the training with respect to liquid nitrogen and organs handling.
All waste will be properly disposed	All materials (straws and sheaths) are disposed in an

of.	appropriate manner at training sites Burj Atari and Faisalabad. However, Rawalpindi training site, due to unavailability of land, is giving it to the municipal waste collectors at the moment.
Relevant product specifications and guidelines for handling, transportation, storage and disposal at the end of useful life will be adhered to.	Guidelines for organ and liquid nitrogen handling, transportation, storage and disposal have been communicated to the trainers who are briefing AITs about this. Organs are transported in closed container and stored at temperature less than 5 ^{0}C so that bacterial growth could be controlled. Disposal of these organs are also taking place in appropriate manner at two of the sites i.e. Faisalabad and Burj Attari. As for liquid nitrogen is concerned handling is done with care so that cold burns could be avoided, safety goggles and gloves have been recommended for liquid nitrogen handling. Liquid nitrogen valve is opened slowly to minimize the thermal effect. Transportation of liquid nitrogen is done in such a way that no one is sitting in the same container in which liquid nitrogen cylinders are transported so that asphyxia and cold burns could be avoided. Storage is done at well-ventilated area to avoid asphyxia and cylinders are avoided from physical damage.
Other waste generated during the training such as organs used in the training will also be properly disposed of.	Material for proper handling, transportation, storage and disposal of organs and liquid nitrogen have been prepared and shared with field staff. These measures are being complied at two of the training sites. Organs are disposed of in an environmentally safe manner at training sites Burj Atari and Faisalabad. However, Rawalpindi training site is throwing it in a deep pit near River Swan due to unavailability of land. But the place where these organs are thrown is selected away from the residential area to minimize the adverse environmental effects of these organs.
All kits to be distributed will also be procured according to relevant environment regulations.	Companies were checked on the basis of their reputability, previous projects carried out and experience in the business. Their reputability is good enough to continue working with them.
Women Livestock Extension Worker Trainings	
Mitigation Measures	**Compliance**
WLEWs will be trained on best	Best practices of basic livestock extension services like

practices related to basic livestock extension services and related environment practices including health safety measures like handling of medicine and syringes. Training modules will contain environment and health safety related content.	Deworming, vaccination, temperature taking, mastitis control are incorporated in the training module and part of lecture plan as well. <u>Handling of Medicine:</u> Guidelines for the proper handling of medicines has been prepared and communicated to master trainers. Field visits were made to check compliance with these guidelines and the observations are as follows. Vehari WLEW training site was in compliance with the guidelines and they were keeping the medicines at dry, safe place and protecting them from direct exposure to sunlight whereas Multan WLEW training site were not protecting medicines from direct sunlight. <u>Usage of Syringes:</u> Guidelines for the proper handling of syringes has been prepared and communicated to master trainers. Vehari WLEW site was in compliance whereas Multan WLEW site was not. Some workers were recapping the needles that carried a risk of needle prick and disease transfer at Multan site. Multan WLEW site were reusing disposable syringes in different animals which can transmit pathogens from one infected animal to the others. Now purchase of more disposable syringes has been ordered for increasing number of syringes in master trainers' kit. Restraining methods are followed at both sides while treating large animal. Trainees wore shoes with exposed feet which increases the probability of feet injury during outdoor sessions. <u>Health Safety Material:</u> Training material with respect to health safety measures covering the topics proper handling of medicines and syringes, their disposal, restraining and Vanda storage have been prepared and communicated to the master trainer by conducting sessions with master trainers.
All materials used in the training will be procured according to the relevant environmental regulations.	All of the medicines used for training are approved from USAID on the basis of their active ingredients and complying with FDA regulation.
Relevant product specifications and guidelines for handling, transportation, storage and disposal at the end of useful life will be adhered to.	Vehari site is in compliance in almost all of the aspects whereas Multan site was not handling medicines and syringes as per guidelines. Some of WLEW's were recapping the needles, reusing of disposable syringes was also going on, medicines were also placed openly under the

	sunlight however disposal methods are followed.
All waste will be properly disposed of.	Syringes are disposed of into the land along with encapsulation on both WLEW training sites i.e. Multan and Vehari, hence complying standards. Empty medicine bottles are also dumped into the land as per instruction on both WLEW sides.
All kits to be distributed will also be procured according to relevant environment regulations.	Kits mainly consist of medicines and all of these medicines are approved from USAID.

WAY-FORWARD AND CONCLUSION:

By and large, Dairy Project is observing compliance with EMMP due to which, the Project has minimal environmental adverse impact. However, there were instances, where health and safety guideline are not being observed in their full capacity. In such cases, necessary directions have been given to Operations Department and precautionary measures are taken to resolve the issues.

One of the reasons for non-compliance of health and safety guideline has been the lack of training of Master Trainers (MTs) regarding issues such as proper disposal of waste. However, the Environmental Specialist took additional notice of the situation and as such MTs have been trained and made aware of environmental and health safety issues. Hopefully, this would encourage MTs to change their behavior and hence Dairy Project's increased compliance with EMMP.

Annex 3: Success Stories

1. Sajjad Hussain – AIT
2. Shabana Parveen-WLEW
3. Nasreen Akhtar-WLEW

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FROM THE AMERICAN PEOPLE

SUCCESS STORY

USAID gives hope to rural youth

USAID trains educated unemployed rural men as artificial insemination technicians to help create better income opportunities.

Photo by USAID-DRDF Dairy Project

"I participated in Dairy Project's training course, and I am now able to help local dairy farmers in improving their animals' breed which will enhance livestock productivity and incomes. I was also provided with a support kit and motorbike which helped me to establish my business as a small scale entrepreneur. I am grateful to the Dairy Project for imparting a new skill which has also become a primary source of income for my family. "

– Sajjad Hussain, Dairy Project trained Artificial Insemination Technician from District Multan, Punjab

Life was a series of misfortunate events for the young Sajjad Hussain, a resident of village Chany Wala in district Multan. "Belonging to a large family of eleven members, we saw poverty and misery knocking our door from time to time. As my father could not bear the expense of my education, I studied till matriculation. Thereafter, bade goodbye to education and began working as an insignificant laborer at a construction site in the hopes of sharing the burgeoning household expenditure," says Sajjad sharing his life events "As a father of five kids, I was desperately looking for a decent living and even tried my luck by opening up a small restaurant but failed."

Since, Sajjad Hussain was on the look-out for a reasonable employment opportunity, a friend introduced him to the social mobilizers from Dairy Project. The team informed him of Artificial Insemination (AI) trainings. "These AI trainings seemed to be my last chance of overturning my life. I was enrolled in the third batch and received training at the Burj Attari AI training center near Lahore."

The United States Agency for International Development (USAID) and Dairy and Rural Development Foundation (DRDF) through their Dairy Project are providing trainings to 2000 young educated unemployed individuals. Belonging to rural areas, they are trained as Artificial Insemination Technicians (AITs) to help dairy farmers improve animal's breeds, which in turn will increase their milk yields and livestock productivity enhancing incomes of rural households. The one-month training program includes a blend of theory and practical demonstration with certification from University of Veterinary and Animal Sciences (UVAS).

"The trainings opened up an entirely new world of dairy breed improvement and proved helpful to me in more ways than one; the curriculum comprises of both the theory as well as practical exercises related to artificial insemination and the safe handling and maintenance of the equipment," Sajjjad shares his understanding with the team.

Today, Sajjad Hussain has become a successful practicing artificial insemination technician. He has performed around 400 AI cases and more than 500 pregnancy tests. His average monthly profit amounts to PKR 7,000/- from 30 cases and 17 pregnancy cases on average. "In the beginning, dairy farmers were apprehensive to avail my services, but with time there is an ever-growing demand of insemination services," remarks Sajjad.

The USAID-DRDF Dairy Project team conducted a performance evaluation survey, which, by sample-based pregnancy tests, revealed Sajjad Hussain's exceptional performance. On this basis, Sajjad was awarded a motorbike which further assisted in expanding the scale of his dairy breed improvement services, even outside his village.

"I remain indebted to USAID's Dairy Project for equipping me with a new skill which has become a primary source of income for me. Now that I have a motorbike, I can travel to far-flung areas and provide breed improvement services timely. Thank you Dairy Project!" concludes Sajjad Hussain.

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SUCCESS STORY

Empowering Rural Women through Trainings

USAID trains educated rural woman as livestock extension worker to create employment and income opportunities

Photo by USAID-DRDF Dairy Project

"Through my services, I am able to create awareness about the importance of better animal health and nutrition to improve livestock productivity and milk yields. I am thankful to the Dairy Project for giving me this income-generating opportunity which has also eased the financial burden for my family." – *Shabana Hussain, Dairy Project trained Women Livestock Extension Worker from District Multan, Punjab*

"The Dairy Project is playing a crucial role in improving the lives of underprivileged rural communities," says Shabana Parveen, a Dairy Project-trained Women Livestock Extension Worker (WLEW) belonging to village Khanpur, district Multan. "My husband runs a small grocery shop and feeding four mouths from his meager income in this day and age with rising prices is impossible. I had studied till matriculation and there seemed to be a dearth of decent job possibilities for females at the time."

At such a turbulent time in Shabana's life, a local revenue collector introduced her to the social mobilizers' team from Dairy Project. Soon she met with the team and was quick to realize the importance of extension services in improving the dairy farming productivity. She was selected in the sixth batch of training program for women livestock extension services. Later, after clearing the examination successfully, Shabana received an initial support kit comprising of assorted medicines and a mobile phone, assisting her in setting up business.

The United States Agency for International Development (USAID) and Dairy and Rural Foundation (DRDF) through their Dairy Project are providing trainings to 5,000 fairly educated unemployed rural women. The one-month long training course aims to develop human resource to provide basic veterinary services at village level through trained women extension workers capable of interfacing with dairy farmers. The Dairy Project has collaborated with University of Veterinary and Animal Sciences (UVAS) for curriculum development and certification.

Soon after receiving the medicine kit, Shabana began treating animals of her village. "The trainings imparted animal health management skills to reduce disease incidence in dairy animals which in turn will improve livestock productivity and enhance incomes of rural households in project assisted areas. In the beginning, farmers were hesitant to avail livestock extension services. Quickly after witnessing the increases in their animals' productivity due to better health and nutrition, they have become my loyal clients," remarks Shabana.

At present, Shabana Parveen's span of extension services has grown to include surrounding villages as well, earning a profit of PKR 9,000/- during the first three months of her business. She understands the importance of reinvesting into the business to reap significant financial benefits. "The Dairy Project's trainings have boosted my confidence as I amm able to share the economic burden of my household along with my husband, and our standard of living has risen for sure," says a jubilant Shabana Parveen.

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SUCCESS STORY
Rural Woman Gains Income

USAID trains educated rural woman as livestock extension worker to help create better income opportunities

Photo by USAID-DRDF Dairy Project

"My association with Dairy Project has enabled me to lead a successful life by giving me the opportunity to work as a livestock extension worker. Through trainings, I am aware of the importance of animal nutrition and hygiene which will enhance livestock productivity. I owe my achievements entirely to the Dairy Project for showing me a new route in life and giving me a platform to further nurture my skills." - *Nasreen Akhtar, Dairy Project trained Women Livestock Extension Worker from District Vehari, Punjab*

"In the current modern times, women need to step-up and be equal partners in the running of their households. Devoting themselves only to domestic chores limits their opportunities of potential growth and their natural talents remain hidden," says the confident Nasreen Akhtar, a resident of Vehari district in Punjab. Nasreen is the wife of a dairy farmer and a mother of four kids. "As parents, we wanted to give the world to our kids. My heart wept every time I refused to buy them things only because we couldn't afford," says Nasreen while sharing her feelings, "My husband's annual earnings as a small dairy farmer were insufficient and didn't cover our expenses. Having done only matriculation, job possibilities were limited and I felt helpless."

Amidst such darkness, as Nasreen was pondering over future prospects, she met Dairy Project's social mobilization team informing her of training courses as Women Livestock Extension Workers (WLEWs). "I was excited to speak to the Dairy Project team, and following my intuition, applied right away," says Nasreen enthusiastically. Given her education credentials and motivation, she was selected to the course in fifth batch and began training in October, 2012.

The United States Agency for International Development (USAID) and Dairy and Rural Development Foundation (DRDF) through their Dairy Project is filling the void in Pakistan's dairy sector by offering six-week long training course to young educated, unemployed women in rural areas. They are imparted with animal health management skills to improve prevalent dairy farming practices, which in turn will improve livestock productivity and enhance incomes of rural households. The Dairy Project is determined to train 5,000 WLEWs in joint collaboration with accredited veterinary institutes such as University of Veterinary and Animal Sciences (UVAS) that provides certification.

"The trainings opened up new avenues for me, both at a personal and career level. My understanding of dairy farming changed completely once the training course began. Our instructors educated us about basic preventive animal health measures, identification of the most common diseases, immunization and basic treatment, animal nutrition and hygiene, and water management," Nasreen Akhtar shares her understanding of progressive farming practices. Keeping in view the social background and security concerns, she compliments the dairy project team for facilitating the trainees by arranging for pick and drop services to and from the site.

Upon successful completion of the course, Nasreen Akhtar chose to establish herself as Vanda seller which is high quality concentrated animal feed. So far, Nasreen has sold 86 bags of vanda including the 30 bags received initially by the Dairy Project team to kick-start her business.

At present, Nasreen Akhtar is living a successful life with prospects of a brighter future. She has set up a small Vanda shop where her husband is playing a supportive role in managing the business. "My profit during the first three months was around USD 102 (PKR 10,000) which is more than enough for our basic necessities; I try to plough back most of the profit earned so that I can expand my business. If I continue in the same manner, I am quite hopeful that I will be able to take my business to the next level," reflects Nasreen.

Belonging to a small village, where women are home-bound, Nasreen Akhtar's life has changed drastically, but only for the better. She has moved ahead in life from housewife to a livestock extension worker with a more secure future made possible only with the assistance of USAID and DRDF.